



Playing “Well” in the Sandbox: Strategies for designing and implementing employee wellness programs with faculty

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Game Plan

- Understand the benefits of building relationships and collaboration with faculty in a workplace wellness program
- Apply strategies for recruitment and appropriate use of faculty expertise in employee wellness design and implementation
- Understand the gradations needed when creating programs that support employee health, student learning, and faculty research



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Our Team = Three-Legged Stool





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What's our Why?

“Great public universities educate students for what lies beyond the horizon. As the world around us changes, what we teach and the **manner in which we teach it must evolve.**”

President McRobbie – Indiana University

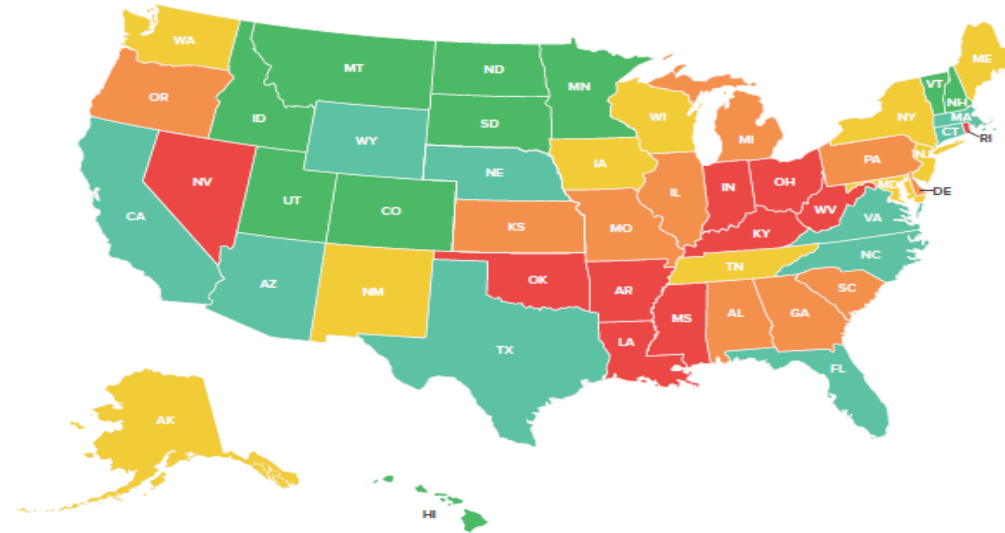
Addressing the needs of ***sedentary behavior*** is one of the ***greatest challenges*** facing public health.

A ***physically active culture at work*** invites healthy behaviors at home.



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2017 State Well-Being Rankings



Top Quintile	2 nd Quintile	3 rd Quintile	4 th Quintile	5 th Quintile
1 South Dakota	11 Massachusetts	21 Iowa	31 Georgia	41 Rhode Island
2 Vermont	12 Florida	22 Washington	32 Michigan	42 Indiana
3 Hawaii	13 Texas	23 New York	33 Kansas	43 Nevada
4 Minnesota	14 California	24 Maine	34 Pennsylvania	44 Ohio
5 North Dakota	15 Arizona	25 Alaska	35 Oregon	45 Kentucky
6 Colorado	16 Wyoming	26 New Mexico	36 Illinois	46 Oklahoma
7 New Hampshire	17 Nebraska	27 Wisconsin	37 South Carolina	47 Mississippi
8 Idaho	18 Virginia	28 New Jersey	38 Alabama	48 Arkansas
9 Utah	19 North Carolina	29 Tennessee	39 Missouri	49 Louisiana
10 Montana	20 Connecticut	30 Maryland	40 Delaware	50 West Virginia

https://wellbeingindex.sharecare.com/wp-content/uploads/2018/02/Gallup-Sharecare-State-of-American-Well-Being_2017-State-Rankings_FINAL.pdf



2018 PA Science “Everything counts!”

“Research now shows that *any* amount of moderate-to-vigorous physical activity counts toward meeting the target range. Previously, insufficient evidence was available to support the value of bouts less than 10 minutes. *The 2018 Scientific Committee was able to conclude that bouts of any length contribute to the health benefits associated with the accumulated volume of physical activity.*”

https://health.gov/paguidelines/second-edition/report/pdf/02_A_Executive_Summary.pdf



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Disconnect between fitness/movement

Health & fitness club memberships are holding steady at 14-17% of the U.S. population....

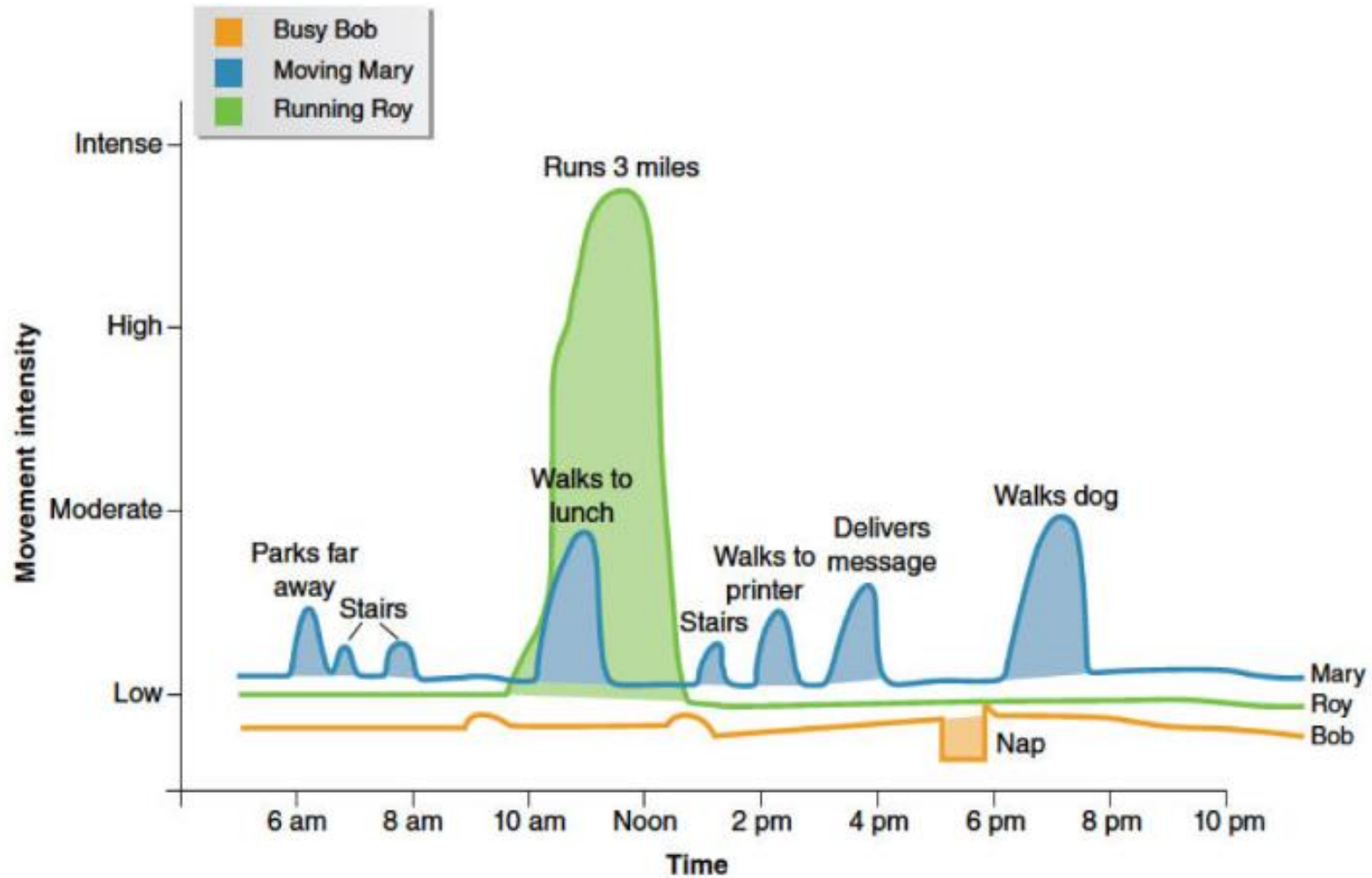
What about the other 80-85%?





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All Movement Counts





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RTM Student Experience





Academic class: Behavioral Interventions Class

- Design PA strategies/Fitbit instruction
- Evaluate behavioral outcomes and client goals
- Apply evidence-based ACSM, CDC/HHS guidelines
- Analyze data outcomes via activity trackers
- Utilize social and behavioral theories to recommend effective intervention strategies
- Deliver coaching messages through Motivational Interviewing





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Ready to Move



Support Your Health
Support Students



- Meet with student coach 8x
- Set movement goals
- Learn to utilize campus wellness resources
- Track movement with Fitbit Flex (provided by Healthy IU)





Top Benefits for Students

- Translational research
- Practical application – “real world”
- Target markets to sedentary group
- Health coaching introduction
- Resource evaluation
- Networking experience





Accountability Partners

- Both have intent to serve
- Student's GRADE
- Client's GOAL
- Student and Client SUCCESS



**“My success is your success and that is
motivating to me.”**

(Client quote post experience)



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RTM Employee Wellness





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LIVE YOUR BEST YOU.

Healthy IU will **empower, educate**, and offer **environmental tools** and encourage members of the IU community to live their best life.

Healthy IU resources, programs, and workshops are free for full-time faculty and staff and their spouses on an IU-sponsored health plan.



Healthy IU – Manager

- Pre-class
 - Recruitment
 - Registration
 - Planning
 - Coordinating
- Feedback

School of Public Health – Student Coach

- During class
 - Cancellations
 - Schedule conflicts
 - Logistics
 - Questions

School of Public Health - Instructors

- During/Post-Class
 - Instructor/student concerns or comments
 - Academic content

Fitbit Issues  **Contact Fitbit Directly**
Communications



Top Benefits to Employee Wellness

- Utilizes internal expertise
- Bridges the gap between “silo” groups
- Expands our resources
- Convenience to fit into the work day
- Fulfilling IU’s mission

May require more time, but
collaboration pays off in multitude!



Recipe for Success

- Honesty
- Ensure everyone benefits
- Good communication
- Ongoing evaluation and improvement





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RTM Faculty & Research



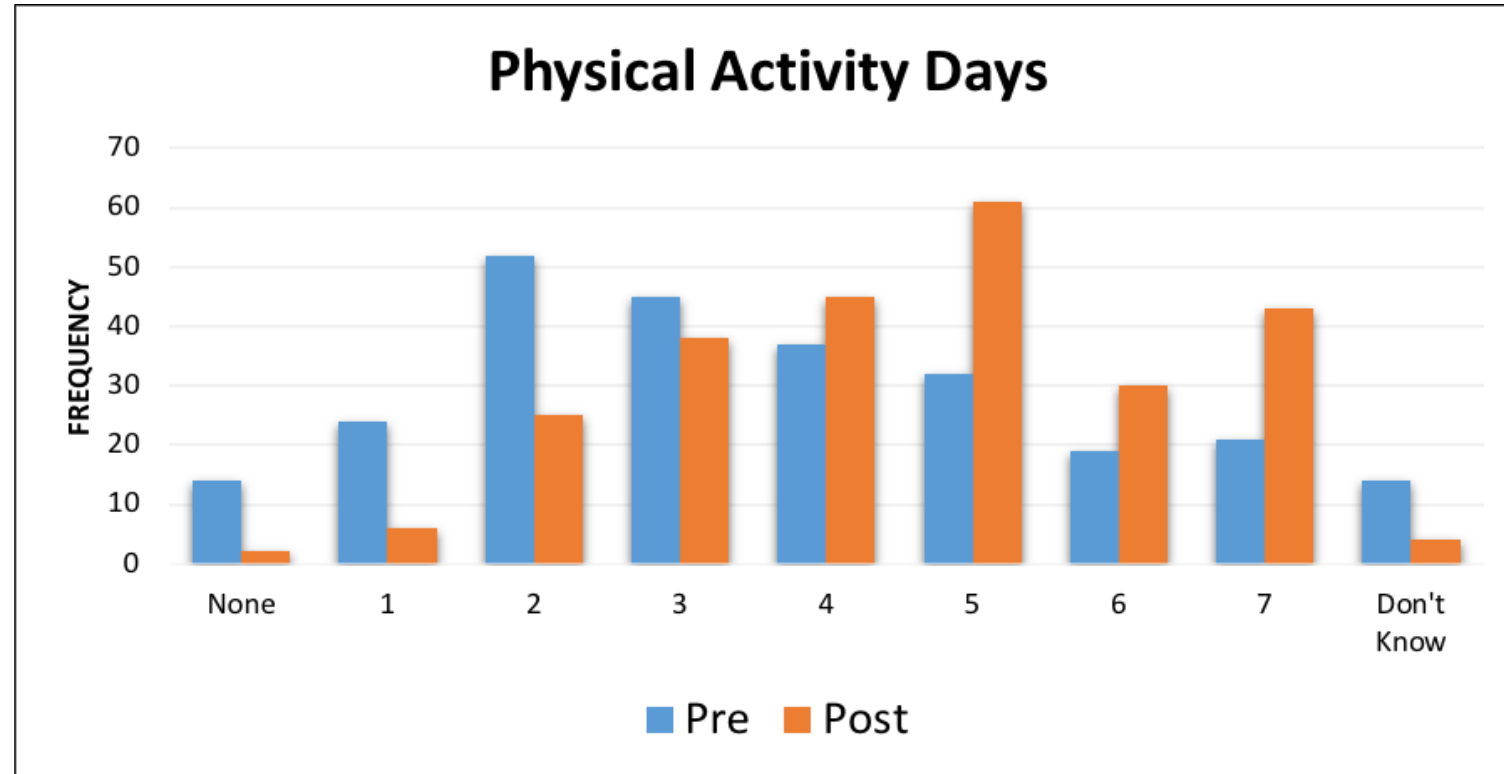


Class Goals Outcomes

- ✓ *Rate the importance of regular physical activity/movement to you. Currently, 7.45 moved to 8.25 → 9.13 🙌*
- ✓ *Average work week, 30 minutes + of physical activity. Currently, 3-4 days is 30.4 % moved to 52.5 % moved 5-6 from 30.4% to 48% → 🙌*
- ✓ *Biggest challenge to wellness today. Currently physical is 52% moved to 35% → 9% (HUGE SUCCESS) 🙌*



Results



Deinhart, M & Kennedy-Armbruster, C. (2019) A Unique University Worksite Wellness Initiative, *Building Healthy Academic Communities Journal*, in press.



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Ready to Move Productivity

Published Articles:

Hoffman, L. and Kennedy-Armbruster, C (2015). Case Study Using Best Practice Design Principles for Worksite Wellness Program, *ACSM Health and Fitness Journal*, April/May 30-35.

Kiessling, B. & Kennedy-Armbruster, C. (2016) Move more, sit less, & be well; Behavioral Aspects of Activity trackers, *ACSM Health and Fitness Journal*, 20:6, 26-31.

Deinhart, M & Kennedy-Armbruster, C. (2019) A Unique University Worksite Wellness Initiative, *Building Healthy Academic Communities Journal*, in press.

Presentations:

Kennedy-Armbruster, C. Deinhart, M. Hadfield, J., Ready to Move: A Unique University Worksite Wellness Initiative, 2018 *ACSM Health and Fitness Summit*, Washington, DC.

Hollingsworth, P. Kennedy-Armbruster, C., Playing “Well” in the Sandbox – Faculty Engagement with Employee Wellness Programs. 2018 *Indiana CUPA-HR Spring Conference*; Marian University Indianapolis, IN.

Hollingsworth, P. Kennedy-Armbruster, C., Playing “Well” in the Sandbox – Designing Employee Wellness Programs with Faculty, 2018 *CUPA-HR National Conference*, Indianapolis, IN.

Internal Grants:

Kennedy-Armbruster, C., Middlestadt, S., Hollingsworth, P., Hadfield, J. Impact of a Group Movement Physical Activity Community Engagement Program on University Employees and Students within a Workplace Wellness Initiative. Community-based research Partnerships in Indiana 11-15-2016 (\$5,000)

Kennedy-Armbruster, C. & Kiessling, P. Impact of the Utilization of Activity Trackers and Student Coaches to facilitate the Healthy IU and School of Public Health Community-Based Research Partnerships in Indiana, SPH Faculty Research Support Program. Sept. 2014-Jan. 2015, (\$3,000).



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Thank you!

